

Photon Energy Group is a group of companies with a shared mission: making clean energy, clean water and clean environments accessible to everyone.

Photon Energy provides comprehensive solutions that support the generation of clean energy and the integration of renewables into the electrical grid. **Photon Water** offers water treatment and management solutions, and **Photon Remediation** deploys advanced technology to remove contamination from all environments.

A publicly traded company operating in over 15 countries across two continents, we combine a global outlook with localised expertise.

Since our founding in 2008, we've expanded to a team of more than 350 employees around the world. And we're committed to fostering a culture of shared values and sense of purpose as we continue to grow.

For more information, please visit photonenergy.com.

IT Security Manager

We are hiring a hands-on **IT Security Manager** to shape and drive our security strategy, especially around NIS2 compliance. If you thrive on protecting digital assets, managing risks, and making confident, high-impact decisions, this is your chance to lead from the front. Step in, take charge, and make your mark.

Key Responsibilities

- ▶ Defining and leading the organization's cybersecurity strategy
- ▶ Identifying, assessing, and mitigating information security risks
- ▶ Overseeing incident response and recovery processes
- ▶ Ensuring compliance with relevant regulations and standards (e.g., GDPR, HIPAA, SOX)
- ▶ Managing security architecture, operations, and tools
- ▶ Reporting security posture and risks to executive leadership

Qualifications and Experience

- ▶ 3–5 years of experience in information security management
- ▶ Expertise in risk assessment and vulnerability management
- ▶ Deep understanding of network and system security
- ▶ Proficiency in security frameworks (ISO 27001 or NIST or CIS)
- ▶ Familiarity with compliance regulations (e.g. GDPR, HIPAA, SOX)

- ▶ Fluent in English (written and spoken)
- ▶ Strong communication with technical and non-technical stakeholders
- ▶ Composure and clarity in crisis situations
- ▶ Ability to influence and negotiate across departments
- ▶ High ethical standards and integrity in handling sensitive data

Our Offer

- ▶ Unlimited employment contract with the possibility of an immediate start
- ▶ Opportunity to work in a fast-growing, international renewable energy company
- ▶ 25 days of vacation, 3 sick days, 1 CSR day
- ▶ Meal contribution from the employer
- ▶ Multisport card after probation period with a contribution from the employer
- ▶ Monthly mobile tariff after transferring your number to the company's operator, along with an attractive offer for family members
- ▶ Fresh Mondays – fruits and light refreshments
- ▶ Personal and professional development courses
- ▶ Language courses
- ▶ Participation on Employee Share Purchase Program after first year of employment based on internal policy
- ▶ Working tools: laptop and mobile phone

If you are interested in the position and fulfil the above requirements, please apply online or send your CV to careers@photonenergy.com.

Working location:	Prague, Czech Republic
Type of employment:	Employee
Type of contract:	Full time
Length of contract:	Indefinite with trial period of 3 months
Required languages:	Czech (fluent) and English (B2+)